



తెలంగాణ రాజ పత్రము  
**THE TELANGANA GAZETTE**  
**PART-I EXTRAORDINARY**  
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**NOTIFICATIONS BY GOVERNMENT**

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**LABOUR, EMPLOYMENT, TRAINING AND FACTORIES DEPARTMENT**  
**(LABOUR)**

EXEMPTION GRANTED TO M/s. GMR HOSPITALITY AND RETAIL LIMITED - HYDERABAD DUTY FREE DIVISION UNDER THE TELANGANA SHOPS AND ESTABLISHMENTS ACT, 1988.

*[G.O.Ms.No.14, Labour, Employment, Training & Factories (Labour), 23<sup>rd</sup> April, 2019.]*

In exercise of the powers conferred under sub-section (4) of Section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby grants exemption to M/s. GMR Hospitality and Retail Limited - Hyderabad Duty Free Division from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) for a further period of two (2) years with effect from 26.04.2019, subject to the following conditions namely:-

- (i) Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- (ii) Every employee shall be given a weekly off.
- (iii) The Management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.
- (iv) Every employee shall be given compensatory holiday in lieu of attending duty by him/her on a notified national/ festival holiday with wages under provision to sub-section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.
- (v) It is Compulsory / statutory that Every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
- (vi) The Organization shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Moblie No. etc. of the drivers shall be available with the respective companies.
- (vii) The Schedule and route of the pick up and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers / routes / shifts shall be allowed only with the prior knowledge of supervisory officers / employees.

- (viii) The telephone number particularly mobile cell numbers and portal / residential addresses of the women employees shall not be disclosed to unauthorized persons.
- (ix) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
- (x) It is desirable that the company shall randomly check the vehicles on various routes and ensure their safety etc.
- (xi) Company shall have a Control Room / Travel desk for monitoring vehicle movements and necessary records shall be maintained to this effect.

The exemption granted under para-(5) above of this order may be revoked at any time without prior notice or assigning any reason if warranted in public interest and safety.

**Dr. SHASHANK GOEL,**  
*Principal Secretary to Government.*

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